

Executive Registry

11-2812

11 November 1977

MEMORANDUM FOR: Director of Central Intelligence

FROM : Omega J.C. Ware, Jr.  
Director, Equal Employment  
Opportunity

SUBJECT : CIA Equal Employment Opportunity Plan

1. The FY 1978 Equal Employment Opportunity Plan has been approved by the Civil Service Commission. Their approval letter is attached.

2. The Office of Equal Employment Opportunity has prepared a version of the EEO Plan for distribution to Agency employees. In order to publicize your support of the commitments listed in the Plan we have prepared the attached letter for your signature. It will be the first page of the Plan followed by the letter from the Civil Service Commission.

3. We will be monitoring the activities of the Plan and reporting to you and to the Civil Service Commission regularly on the status of EEO in this Agency.

Omega J.C. Ware, Jr.

Attachments

- A. Letter from CSC
- B. Letter to all employees

(EXECUTIVE)

P1.2

CENTRAL INTELLIGENCE AGENCY

WASHINGTON, D.C. 20505

Executive Registry

77-2812/1

16 NOV 1977

MEMORANDUM FOR: All Employees

FROM : Stansfield Turner  
Director

SUBJECT : Equal Employment Opportunity Plan

This Agency is firmly committed to equal employment opportunity for all. This equal opportunity does not just happen; it comes about because managers make it happen.

More is required of us than non-discrimination. We need strong affirmative actions which include recruitment activities designed to reach all segments of our society, fair selection procedures and effective programs to fully utilize our available human resources and provide for upward mobility. We will work to provide opportunities for advancement commensurate with potential, capabilities and willingness to learn and to progress. We will not lower realistic standards or permit token gestures of equality.

This Equal Employment Opportunity Plan reflects the commitment of the Agency to work towards the goal of identifying and solving problems which obstruct equal opportunity. I am asking for your personal commitment and active cooperation in implementing its affirmative actions.

/s/ Stansfield Turner

STANSFIELD TURNER

